LB
2334
C18

UC-NRLF

$B 92 911

[Calif. Dept. of education]

SALARIES IN TEACHERS COLLEGES

THE CALIFORNIA SURVEY

DOCUMENTS DEPARTMENT
AUG 5 1932
LIBRARY
UNIVERSITY OF CALIFORNIA

Digitized by the Internet Archive
in 2007 with funding from
Microsoft Corporation

http://www.archive.org/details/salariesinteache00calirich

[Calif. Dept of Education]

SALARIES IN TEACHERS COLLEGES

THE CALIFORNIA SURVEY

Report of the Committee for the Study of Salaries in Teachers Colleges

SUBMITTED TO

HONORABLE WILL C. WOOD
Director of Education of the State of California

JUNE 10, 1922

PUBLISHED BY
THE DEPARTMENT OF EDUCATION
OF THE
STATE OF CALIFORNIA

CALIFORNIA STATE PRINTING OFFICE.
SACRAMENTO, 1922

20714

CONTENTS.

	Page
Letter of Transmittal	1
Letter of Acceptance	1
Purpose and Organization of the Survey	2
Section I—Report of the Committee	3–10
Scope of Survey	4
Effect of Collegiate Status	5
Salary Schedule	6
Policies of Application	7
Section II—Committee Studies—Group 1.	
SALARIES IN CALIFORNIA TEACHERS COLLEGES AND COMPARABLE SALARIES ELSEWHERE	11–37
Introduction	12
Summary of Comparisons	13
Charts of Salaries in Respective Institutions	15–23
Schedules of Salaries in Respective Institutions	26–37
Section III—Committee Studies—Group 2.	
TRAINING AND EXPERIENCE OF PRESENT FACULTIES IN CALIFORNIA TEACHERS COLLEGES	39–51
Introduction	40
Academic and Professional Training	41
Academic Degrees Held	42
Length of Service—Faculties in 1920	43
Length of Service—Faculties in 1922	44
Administrative Experience	46
Variety of Previous Teaching Experience	47
Years of Elementary Teaching Experience	48
Years of Secondary Teaching Experience	49
Years of Normal Teaching Experience	50
Years of College Teaching Experience	51
Section IV—Committee Studies—Group 3.	
NATURE AND EXTENT OF ACTIVITIES OF FACULTY MEMBERS IN CALIFORNIA TEACHERS COLLEGES	53–62
Introduction	54
Comparison of Enrollments and Faculties	55
Teachers Activities by Departments	56
Science and Mathematics	57
Education, English and History	58
Home Economics, Industrial Arts and Trades	59
Music, Fine Arts and Modern Languages	60
Physical Education	61
Supervisors and Demonstration Teachers	62

LB2334
C18

HONORABLE WILL C. WOOD,
Director of Education of the State of California,
Sacramento, California.

SIR: I have the pleasure of delivering herewith the report of the Committee organized at your request for the study of salaries in teachers colleges.

The Department of Education is deeply indebted to the members of the Committee not identified with the Department, who gave generously of their time and contributed greatly to the accomplishment of the desired work; Dr. F. W. Hart, Associate Professor in Educational Administration at the University of California, and J. C. Whitman, Chief Examiner of the State Civil Service Commission.

We are also indebted to the State Department of Finance for active cooperation in the study, including the assignment, for work with the Committee, of S. Gundelfinger, C. P. A., whose assistance in conducting the surveys and tabulating the results has been most valuable.

Mention should also be made of the hearty cooperation of the members of the respective faculties whose assistance has been given without regard to personal interest.

You will note that positions of employees other than faculty members have not been included in the study for the reason that such positions are deemed to be fully comparable to those for which the Civil Service Commission has developed schedules in other state departments.

Yours respectfully,

A. R. HERON,
Deputy Director of Education,
Chairman of the Committee.

Sacramento, California,
June 10, 1922.

A. R. HERON, *Deputy Director of Education,*
Chairman, Committee for the Study of Salaries in Teachers Colleges,
Sacramento, California.

DEAR SIR: Receipt of the Report of the Committee for the Study of Salaries in Teachers Colleges, transmitted by you under this date, is acknowledged. Permit me to express my thanks through you to the members of the Committee and to the others who have assisted in conducting this study.

I am pleased to advise you that the Report has been officially accepted by the State Department of Education with the advice and consent of the Conference of Teachers College Presidents, and will be made effective as recommended by the Committee.

Very truly yours,

WILL C. WOOD,
Director of Education of the State of California.

June 10, 1922.

PURPOSE AND ORGANIZATION OF THE SURVEY.

Acts of the California State Legislature in 1921 provided for the conversion of the seven State Normal Schools into the State Teachers Colleges, abolished the separate Boards of Trustees of the Teachers Colleges and transferred their functions to a newly created State Department of Education, to be administered by the Director of Education.

The desirability of consistent salary schedules, faculty qualifications and general policies among the seven State Teachers Colleges had been accepted for some years. With the centralization of administrative authority, steps in this direction became necessary.

In November, 1921, the Director of Education authorized the organization of a committee designated by him to conduct a survey of all factors bearing upon salaries in California Teachers Colleges, and to propose a schedule based on scientific principles which should be uniformly applicable to the seven institutions and yet provide for the development of the respective institutions with the desired degree of individuality.

The personnel of the Committee, selected by the Director of Education, was as follows:

A. R. Heron, Deputy Director of Education, Chairman,

F. W. Hart, Associate Professor in Educational Administration, University of California,

J C. Whitman, Chief Examiner, State Civil Service Commission,

N. B. Van Matré, President, Humboldt State Teachers College,

C. L. Phelps, President, State Teachers College of Santa Barbara.

The Committee organized in December, 1921, and continued its studies until June, 1922.

On April 6, 1922, the presidents of the seven Teachers Colleges were called into conference by the Committee and rendered valuable assistance in reviewing the data then available.

The final report of the Committee was submitted to the Director of Education in the presence of the presidents of the Teachers Colleges on June 10, 1922.

SECTION I

REPORT OF THE COMMITTEE

Section I.

REPORT OF THE COMMITTEE.

Honorable Will C. Wood,

Director of Education of the State of California,

Sacramento, California.

Dear Sir: The Committee appointed for the Study of Salaries in the State Teachers Colleges of California has the honor to report the completion of its work. The findings and recommendations of the Committee are submitted herewith.

The work of the Committee has included:

1. A comprehensive survey of duties of all faculty members in the seven State Teachers Colleges, involving the factors of professional preparation, teaching experience, length of present service and teaching activities during a typical week. The survey was conducted personally with practically no recourse to the questionnaire method.

2. A study of salary situations in 12 normal schools or teachers colleges outside California, and in the Southern Branch of the University of California.

3. A study of elementary and high school salaries in 14 cities outside California.

4. A study of salaries of supervisors of special subjects in the offices of 13 California county superintendents.

5. A study of elementary and high school salaries in 15 California cities.

(The Committee reports with satisfaction the unusual result of 100 per cent replies to inquiries for information from the various organizations indicated.)

6. A tabulation for purposes of comparison of all data relative to salaries and functions which could be extracted from the information at hand.

7. A study of various reports on recent salary investigations conducted by public school organizations and the California Library Association.

8. Consideration of several recent studies of the extent and type of duties of faculty members in colleges.

Certain factors ordinarily suggesting themselves have been omitted, such as:

(a) Cost of living. It was determined that the minimum salary to be recommended for any full time faculty position in the Teachers Colleges would be above the range affected by considerations of cost of living.

(b) Previous percentages of increase. Due to the comparatively recent creation of three of the schools and the absence of any uniformity in salary schedules until recent years, the general basis of increases in the past was deemed not essentially significant.

(c) City schedules outside California. Although the information for this purpose has been collected, it was found to have very little bearing upon salary determinations in California.

Serious attention has been devoted to the transformation of the Normal Schools into Teachers Colleges. The function of Teachers Colleges is fundamentally broader than was that of the Normal Schools. Faculty standards inevitably have shared the general changes.

The addition of the Junior College function has emphasized this change in faculty standards. Section 19 of Chapter 495, Statutes of 1921, authorized contracts between the governing board of any Junior College, or of the Junior College department of any High School, and the governing authority of any State Teachers College, for the maintenance by such Teachers College of the courses of the Junior College.

Six of the Teachers Colleges have entered into such contracts with the governing authorities of Junior College departments of High Schools, and are maintaining in the Teachers Colleges the required Junior College courses.

Another provision of the same act authorized affiliation between such Junior College departments and the University of California.

Affiliation with the University necessitates impersonal unprejudiced consideration of each Teachers College faculty in the light of University faculty standards.

The advent of the Junior College department has, therefore, brought to the Teachers Colleges the obligation to maintain salary schedules which permit the retention of faculties in every way acceptable according to the standards set by the University of California.

The advent of the Junior College brings with it, however, the possibility of large group instruction. Junior College classes may conveniently be larger in numbers than classes of professional or teacher training students.

Thus while the advent of the Junior College on one hand tends toward higher salary standards, it tends on the other hand to a relatively smaller faculty.

Your Committee realizes that if the schedule as recommended be adopted, liberal interpretation must be given equivalent qualifications, and some actual exceptions made in the cases of faculty members previously employed and now serving satisfactorily.

Your Committee recommends that the following schedule of salaries be adopted for the State Teachers Colleges of California, and that it be made effective July 1, 1923, as far as possible:

RANK	CLASS	SALARY		
		Minimum	Annual increases	Maximum
Assistants	I	$1,800	2 of $120 each	$2,040
Instructors	II	$2,040	3 of $120 each	$2,400
	III	2,280	4 of 120 each	2,760
	IV	2,400	5 of 120 each	3,000
Assistant professors	II	$2,280	4 of $120 each	$2,760
	III	2,400	5 of 120 each	3,000
	IV	2,700	6 of 120 each	3,420
Associate professors	II	$2,400	4 of $150 each	$3,000
	III	2,700	5 of 150 each	3,450
	IV	3,000	6 of 150 each	3,900
Professors	II	$2,700	5 of $150 each	$3,450
	III	3,000	6 of 150 each	3,900
	IV	3,300	7 of 150 each	4,350
Deans of women		$2,700		$3,600
Librarians		$1,800		$2,700
Assistant librarians		$1,200		$1,800

Explanation of Terms:

The term "RANK" is intended to designate the position occupied by an individual in the faculty of the institution. The titles Assistant, Instructor, Assistant Professor, Associate Professor and Professor are intended to be relative in their application.

The term "CLASS" is proposed by your Committee to describe the type and extent of the professional preparation of the faculty members, in the following general manner:

CLASS I. Persons whose academic or professional preparation is deemed equivalent to four years beyond high school graduation, or holders of recognized Bachelor's degrees.

CLASS II. Persons whose academic or professional preparation is deemed equivalent to five years beyond high school graduation, or holders of recognized Master's degrees.

CLASS III. Persons whose academic or professional preparation is deemed equivalent to six years beyond high school graduation.

CLASS IV. Persons whose academic or professional preparation is deemed equivalent to seven years beyond high school graduation, or holders of recognized Doctor's degrees.

Your Committee recommends that the following general and specific policies govern the administration of the proposed schedule of salaries:

1. (a) A designated minimum academic or professional training should be prerequisite to future appointments to the faculty of a State Teachers College.

   (b) Additional academic or professional training, satisfactory to the President and the Director of Education, beyond this prerequisite, should be a factor in bringing to the faculty member an increased compensation for the presumably increased value of his service contribution.

2. No distinction should exist beween the faculties of the collegiate departments proper and the training or model schools, as to the prerequisite training and experience, the amount of service rendered or the basis of compensation.

3. (a) Appointments to faculty memberships should be upon a yearly basis, for service during the specified school year (ordinarily thirty-six weeks) and the remaining weeks should be at the unrestricted disposal of the faculty member.

(b) Opportunity should be offered for a voluntary report to the President, for transmission to the Department of Education, covering such activities or occupations during the unengaged weeks as will, in the opinion of the faculty member, constitute information of administrative value.

(c) Proposed advance study (or its equivalent) during an approaching summer should be set forth in a written statement to the President, not later than May 15 of each year, so that such study may be recognized in the determination of probable service value and compensation for the ensuing year.

4. (a) No effort should be made to establish required standards of service of faculty members, expressed in any measurement of time.

(b) The results of the survey of the nature and extent of the duties of all members of the faculties during a typical week, conducted by this Committee, should be summarized for general information.

5. (a) Additional compensation should be paid to faculty members engaged for service in summer sessions or any similar service in addition to the specified school year.

(b) Compensation to regular faculty members serving in the summer session should be based upon a special summer session schedule not related to the regular salaries of such members.

(c) Such schedule should be applicable to all persons engaged locally (that is, from California) for summer sessions. A separate and elastic schedule should be provided for persons called from eastern points for summer session service.

(d) No additional compensation should be paid to faculty members for service during the specified school year but outside the customary school day, such as evening, Saturday or extension classes; the assignment of such duties should be made in the construction of the regular programs of the faculty members.

(e) In the construction of the regular programs of faculty members, no recognition should be given to community activities not related to the function of the Teachers College.

6. Continuity of service from year to year should bring increments of compensation, subject to the following restrictions:

(a) Such increments should not continue beyond the probable period of increases in efficiency from acquired experience.

(b) Such increments should be small in amount and few in number to faculty members with only the prerequisite professional training, and larger in amount and more in number to faculty members with additional valuable training.

(c) In arriving at the proper relative compensation of newly appointed members of a faculty, service in other institutions should be recognized for this purpose, but only to a limited number of years.

7. The following factors can consistently be used in the determination of individual salaries:

(a) Professional Training and Experience:
  (1) Prerequisite training for appointment at the basic salary.
  (2) Additional valuable training as a factor for increased salary.

(b) Position or rank.

(c) Continuance of service.

(d) Special responsibility (see recommendations 8 (c) and 8 (d).)

The factor "Professional Training and Experience" is practically controlled by the appointee, the factors "Position or Rank" and "Special Responsibility" by the appointing power, and the factor "Continuance of Service" by the appointing power and appointee jointly.

8. (a) Faculty members should be ranked as follows:
  (1) Assistants.
  (2) Instructors.
  (3) Assistant Professors.
  (4) Associate Professors.
  (5) Professors.

(b) Professional title should be adopted for the positions to which applicable at the beginning of the next academic year. There should be no difference in their application to those schools which may be offering four-year courses of study leading to a degree, and those which continue to offer only two- or three-year courses.

(c) The duties of a "Head of Department" should be standardized in type as far as possible in the several Teachers Colleges, and recognized in the following ways:

(1) By the title "Head of Department."

(2) By compensation graduated in accordance with the size of the department and added to the Head's proper salary as a member of the instructional staff.

(d) Added responsibility of an administrative nature attached to headships of departments, vice presidencies, etc., should be reflected by an addition to the salary of the recipient as determined by the regular scale, the amount of such addition in each case to be evaluated by the President of the College, subject to the approval of the Department of Education.

9. (a) The duties of Registrar, Recorder, Financial Secretary, Faculty Secretary and other related positions should be made the basis of a special survey.

(b) As far as possible the duties should be standardized in the various institutions.

10. Subject to availability of funds, annual increments of salaries for continuance of service should be automatically applicable to each individual case, except where the President may recommend otherwise in writing and his recommendation be approved by the Director of Education.

To acquaint you with the facts upon which the recommendations as to salaries and policy are based, your Committee submits the following exhibits of its studies:

GROUP I.—Studies of present salaries in California State Teachers Colleges and comparable salaries elsewhere.

GROUP II.—Studies of professional preparation and experience of faculty members in California State Teachers Colleges.

GROUP III.—Studies of the nature and extent of activities of faculty members in California State Teachers Colleges.

Respectfully submitted.

F. W. HART
C. L. PHELPS
N. B. VAN MATRÉ
J. C. WHITMAN
A. R. HERON,
Chairman.

June 10, 1922.

SECTION II

COMMITTEE STUDIES—GROUP I

Salaries in California Teachers Colleges and Comparable Salaries Elsewhere

STUDIES OF PRESENT SALARIES.

Annual salaries expressed in dollars have had different meanings in different institutions.

The usual plan is to elect faculty members at a fixed annual compensation for service during the academic year of 36 weeks. Under this arrangement summer session service brings additional compensation.

Other institutions offer a fixed annual salary for the academic year, in addition to which the faculty member is expected to serve during two summer sessions in each three-year period. That is, the combined annual salary for three years is compensation for teaching service aggregating 120 weeks, an average of 40 weeks each year.

Other institutions receive, for the stated annual salary, teaching service extending over 42, 44 and in some cases 48 weeks.

Your Committee is convinced that salaries in Teachers Colleges should never be considered as payment for service measured in hours, days, weeks or months. However, the annual salaries paid to one faculty for service extending over 42 weeks can not be compared to the annual salaries of another faculty whose regular service extends over 36 weeks and whose service during summer sessions brings added compensation.

All salaries compared must clearly be expressed in comparable language. A common denominator must be used. All salary tabulations are, therefore, based on what the Committee has called "a thirty-six weeks basis"; that is, if the stated salary represents compensation for 40 weeks of service, the stated salary is reduced by 10 per cent so that the salary may be compared with others which represent compensation for 36 weeks of service.

Salaries are stated in terms of the nearest even figure in hundreds of dollars; that is, a salary of $2,230 is tabulated as $2,200.

Slight differences exist between the total number of positions included in the various tabulations. Positions not instructional are eliminated from Schedules "A," "B" and "C," leaving in Schedule "C" a tabulation of 198 instructional positions in California State Teachers Colleges.

The total number of faculty positions in California State Teachers Colleges studied for all purposes is 224, exclusive of the presidencies.

For schedules relating to experience and training of present members, the necessary information was available for only 220 persons.

In tabulating data regarding present salaries and teachers' activities, by department, persons affected by conditions making their cases clearly exceptional and nontypical have been omitted from one tabulation or the other. As a result the numbers included in these groups are:

Departments of	In schedules of present salaries	In schedules of teachers' activities
Science and Mathematics	29	26
Education, English and History	46	46
Home Economics, Industrial Arts and Trades	37	30
Music, Fine Arts and Modern Languages	*	29
Physical Education	16	16
Supervisors and Demonstration Teachers	48	44

*Not scheduled.

SUMMARY OF COMPARISONS OF SALARIES.

The highest salaries paid in California State Teachers Colleges are 5 per cent lower than the highest salaries paid in five typical eastern and middle-western institutions and the Southern Branch of the University of California.

The lowest salaries paid in California State Teachers Colleges are 60 per cent higher than the lowest salaries paid in the same group of eastern institutions, and 10 per cent lower than the lowest salaries paid in the Southern Branch of the University of California.

The median salary in California State Teachers Colleges, the five eastern institutions and the Southern Branch of the University of California is the same.

Eliminating the 25 per cent receiving the highest salaries and the 25 per cent receiving the lowest salaries in each group, the "middle 50 per cent" of the teachers receive salaries as follows:

Five eastern institutions	$1,900	to	$2,600
Southern Branch University of California	2,000	to	2,600
California State Teachers Colleges	2,100	to	2,600

CONCLUSIONS FROM COMPARISONS OF SALARIES.

(1) The minimum salary in California State Teachers College should be not less than $1,800.

(2) In the opinion of the Committee the central range of salaries is for the present substantially proper.

(3) The salaries of the highest paid 25 per cent should permit of a maximum which will enable the California institutions to secure and retain the services of the ablest men in the field of teacher-training.

(4) Obvious inequalities between institutions in California should be adjusted as rapidly as possible.

The charts presented with pages 15 to 23 are intended to portray graphically the information presented in schedule form on pages 26 to 35.

The reader should bear in mind that the charts express values in percentages of the total number on each faculty. Interpretation will therefore consist of comparison of the relatively high or low position of the larger percentages of the faculty as portrayed by the longer bars on each chart.

The following charts are included:

No. 1. Incidence of salaries in all institutions studied.

No. 2. Distribution of salaries in all institutions studied.

No. 3. Distribution of salaries in CHICO State Teachers College compared with distribution in all California Teachers Colleges.

No. 4. Distribution of salaries in FRESNO State Teachers College compared with distribution in all California Teachers Colleges.

No. 5. Distribution of salaries in HUMBOLDT State Teachers College compared with distribution in all California Teachers Colleges.

No. 6. Distribution of salaries in SAN DIEGO State Teachers College compared with distribution in all California Teachers Colleges.

No. 7. Distribution of salaries in SAN FRANCISCO State Teachers College compared with distribution in all California Teachers Colleges.

No. 8. Distribution of salaries in SAN JOSE State Teachers College compared with distribution in all California Teachers Colleges.

No. 9. Distribution of salaries in SANTA BARBARA State Teachers College compared with distribution in all California Teachers Colleges.

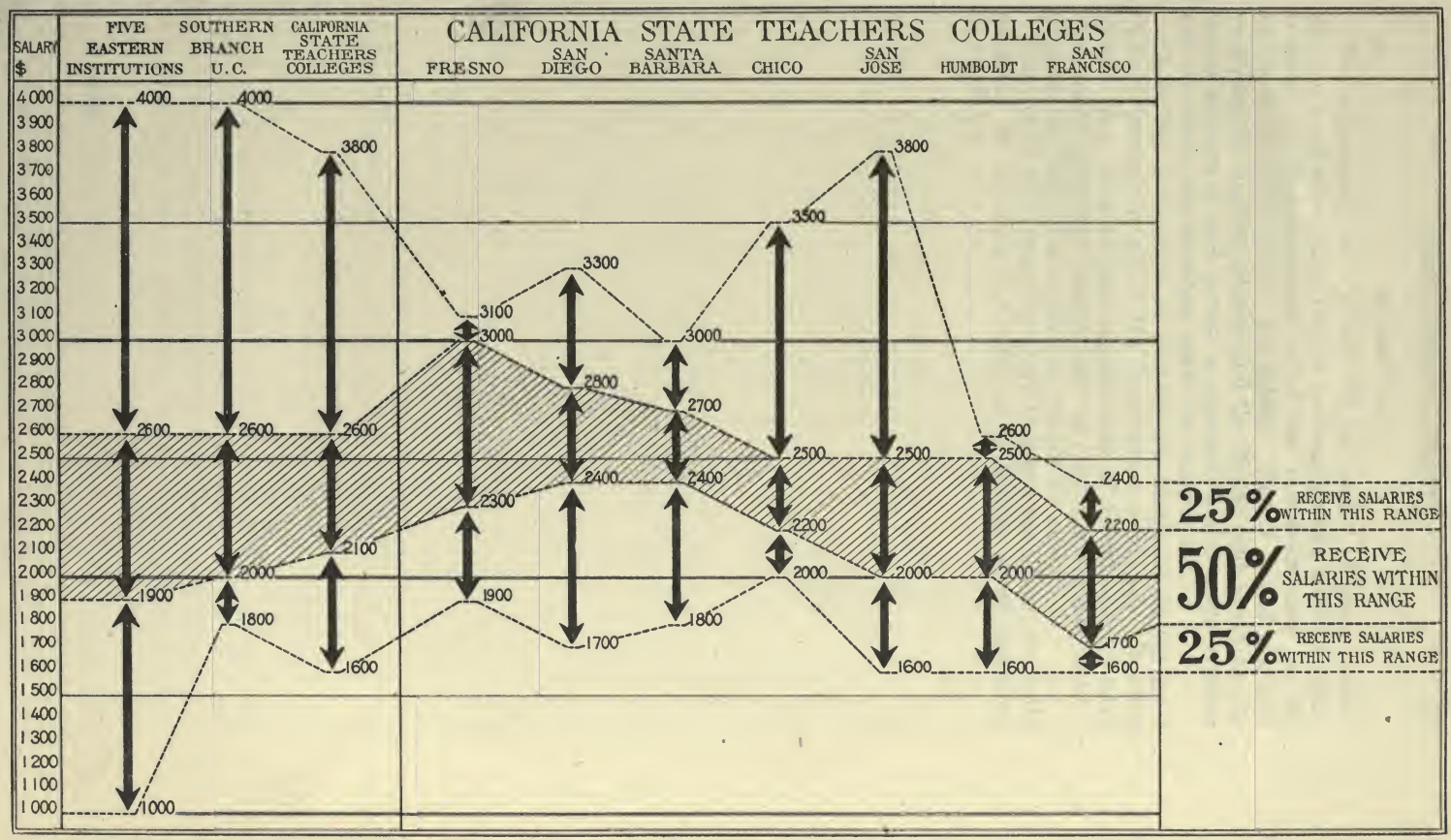
SALARY $
FIVE EASTERN INSTITUTIONS
SOUTHERN BRANCH U.C.
CALIFORNIA STATE TEACHERS COLLEGES
CALIFORNIA STATE TEACHERS COLLEGES
FRESNO
SAN DIEGO
SANTA BARBARA
CHICO
SAN JOSE
HUMBOLDT
SAN FRANCISCO
4000
3900
3800
3700
3600
3500
3400
3300
3200
3100
3000
2900
2800
2700
2600
2500
2400
2300
2200
2100
2000
1900
1800
1700
1600
1500
1400
1300
1200
1100
1000
25% RECEIVE SALARIES WITHIN THIS RANGE
50% RECEIVE SALARIES WITHIN THIS RANGE
25% RECEIVE SALARIES WITHIN THIS RANGE

CHART NO. I.

The salaries of the "middle 50 per cent" of each faculty are the most significant factors in comparisons between institutions. A high maximum or a low minimum may be the result of one high or one low salary. But if the 25 per cent receiving the highest salaries and the 25 per cent receiving the lowest salaries in each group be segregated, the range between will represent the soundest basis for comparison.

Chart No. 1 attempts to portray the incidence in the scale of such groups in all of the institutions analyzed. Readers should bear in mind that adjustments of actual salaries have been made to permit comparison between the various institutions on the basis of an academic year of 36 weeks.

Salaries of California Teachers Colleges have been partially adjusted as of July 1, 1922, to eliminate some apparent inequalities.

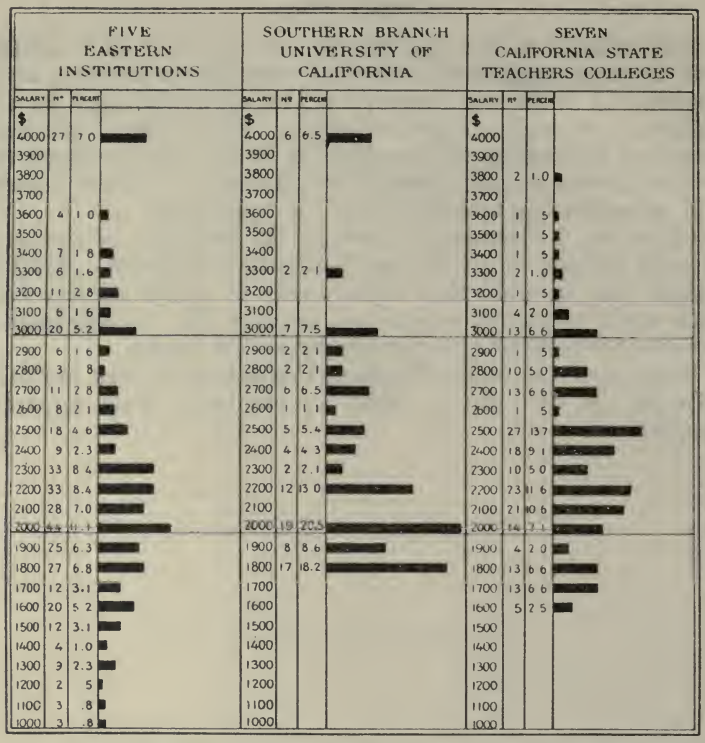

Chart No. 2. Comparative Distribution of Salaries in Teachers Colleges in California and Elsewhere.

This chart portrays the distribution by one hundred dollar gradations of salaries in three groups of institutions:

(1) Five Eastern institutions as follows:
Colorado State Teachers College;
Ypsilanti State Normal College;
Oshkosh State Normal School;
Iowa State Teachers College;
Western State Normal School (Kalamazoo).

(2) Southern Branch of the University of California (formerly Los Angeles State Normal School.)

(3) Seven California State Teachers Colleges.

Attention is directed to the tendency in institutions other than California State Teachers Colleges, toward a high maximum and a low minimum, compared with the tendency in California State Teachers Colleges toward closer grouping of salaries in the middle range. The information on this chart is set forth in schedule form on pages 26, 27 and 28.

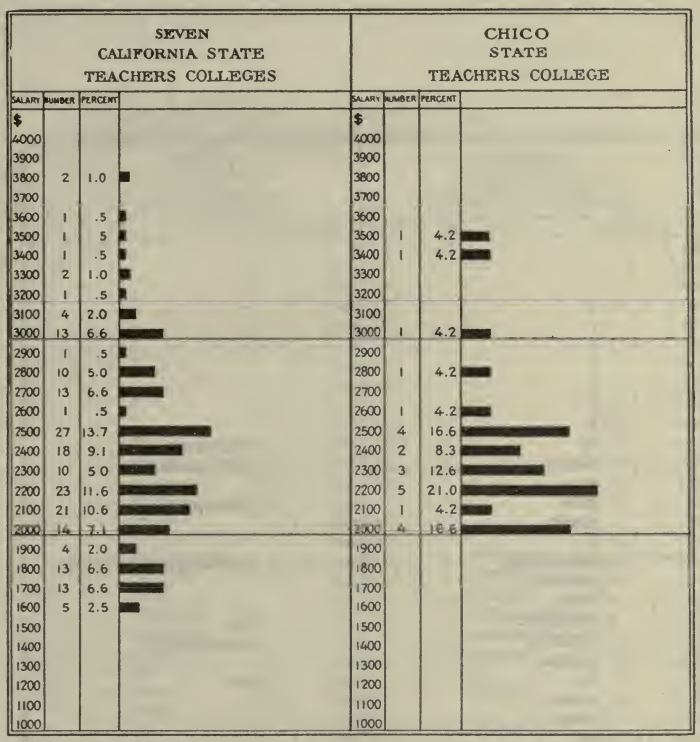

Chart No. 3. Distribution of Salaries in Chico State Teachers College Compared with the Distribution in All California Teachers Colleges Combined.

While the minimum salary in the institution is relatively high, there is no other substantial deviation from the customary salary distribution of the entire group. It will be noticed that the mode, or most frequently occurring salary in this institution, is $2,200 as compared with the mode of $2,500 for the entire group. The information shown on this chart is given in schedule form on page 28.

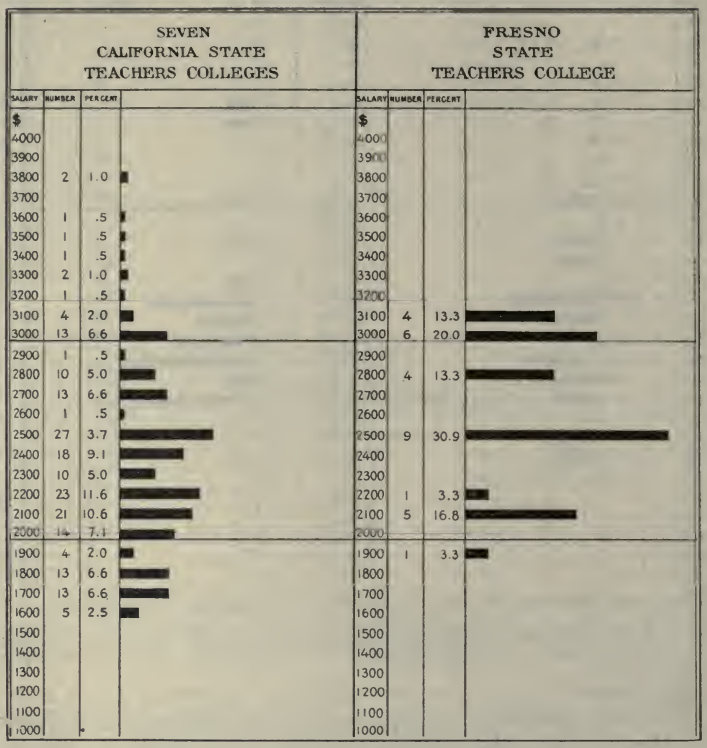

Chart No. 4. Distribution of Salaries in Fresno State Teachers College Compared with the Distribution in All California Teachers Colleges Combined.

Although the maximum salary is relatively low in this group, the salaries of the "middle 50 per cent" as shown by Chart No. 1 are the highest in the seven Teachers Colleges. It will be noticed that the mode, or most frequently occurring salary in this institution, is the same as the mode for the entire group, namely $2,500. The information shown on this chart is given in schedule form on page 28.

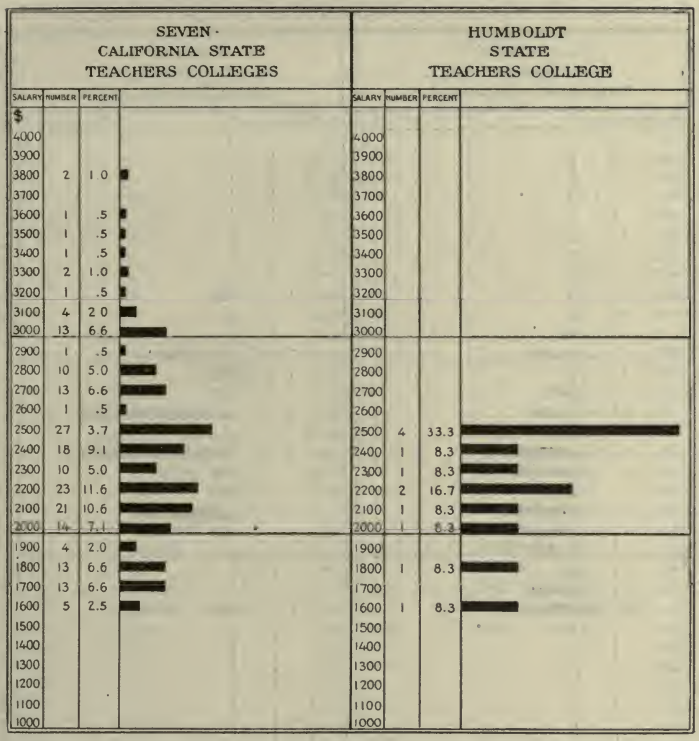

Chart No. 5. Distribution of Salaries in Humboldt State Teachers College Compared with the Distribution In All California Teachers Colleges Combined.

Owing to the recent establishment of this institution and the small enrollment heretofore, administrative responsiblity has largely been carried by the President. Faculty positions have been of purely instructional character and salaries have been somewhat lower than in other institutions. This condition will necessarily be modified by the rapidly increasing enrollment. It will be noticed that the mode, or most frequently occurring salary in this institution, is the same as the mode for the entire group, namely $2,500. The information portrayed on this chart is given in schedule form on page 28.

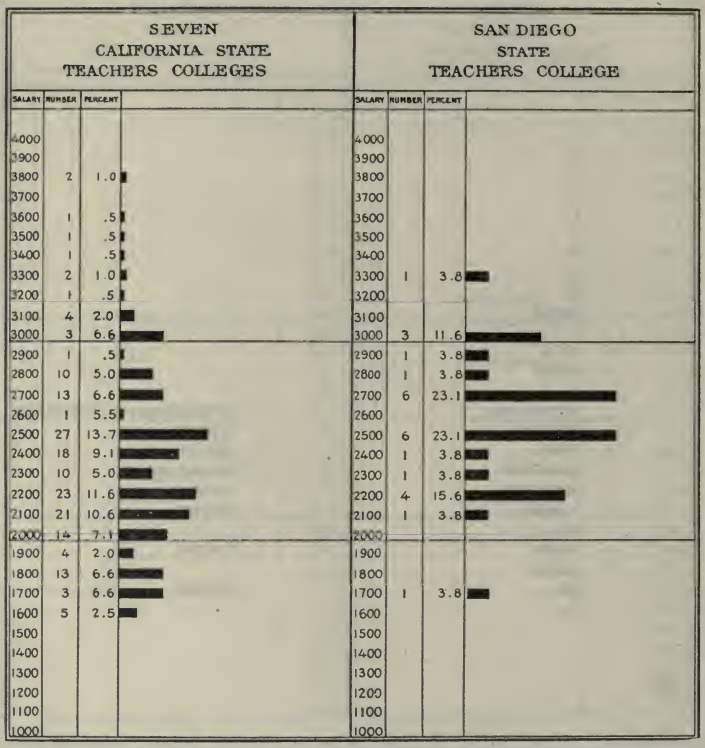

Chart No. 6. Distribution of Salaries in San Diego State Teachers College Compared with the Distribution in All California Teachers Colleges Combined.

The grouping of salaries in this institution represents a remarkable parallel to the combined grouping in the seven institutions. This institution presents an equal number of positions at $2,500 and $2,700, compared with the mode, or most frequently occurring salary, of $2,500 for the entire group. The information shown on this chart is given in schedule form on page 28.

SEVEN CALIFORNIA STATE TEACHERS COLLEGES			SAN FRANCISCO STATE TEACHERS COLLEGE		
SALARY	NUMBER	PERCENT	SALARY	NUMBER	PERCENT
$			$		
4000			4000		
3900			3900		
3800	2	1.0	3800		
3700			3700		
3600	1	.5	3600		
3500	1	.5	3500		
3400	1	.5	3400		
3300	2	1.0	3300		
3200	1	.5	3200		
3100	4	2.0	3100		
3000	13	6.6	3000		
2900	1	.5	2900		
2800	10	5.0	2800		
2700	13	6.6	2700		
2600	1	.5	2600		
2500	27	13.7	2500		
2400	18	9.1	2400	1	2.7
2300	10	5.0	2300	2	5.4
2200	23	11.6	2200	6	16.2
2100	21	10.6	2100	3	8.1
2000	14	7.1	2000	3	8.1
1900	4	2.0	1900	3	8.1
1800	13	6.6	1800	7	19.0
1700	13	6.6	1700	10	27.0
1600	5	2.5	1600	2	5.4
1500			1500		
1400			1400		
1300			1300		
1200			1200		
1100			1100		
1000			1000		

Chart No. 7. Distribution of Salaries in San Francisco State Teachers College Compared with the Distribution in All California Teachers Colleges Combined.

San Francisco Teachers College has maintained practically continuous sessions, faculty service including as much as 45 weeks in a year. Actual salaries paid are 20 per cent higher than those portrayed in this chart. The reduced amounts have been used for comparison with institutions whose school year represents 36 weeks (see explanation page 12). The information shown on this chart is given in schedule form on page 28.

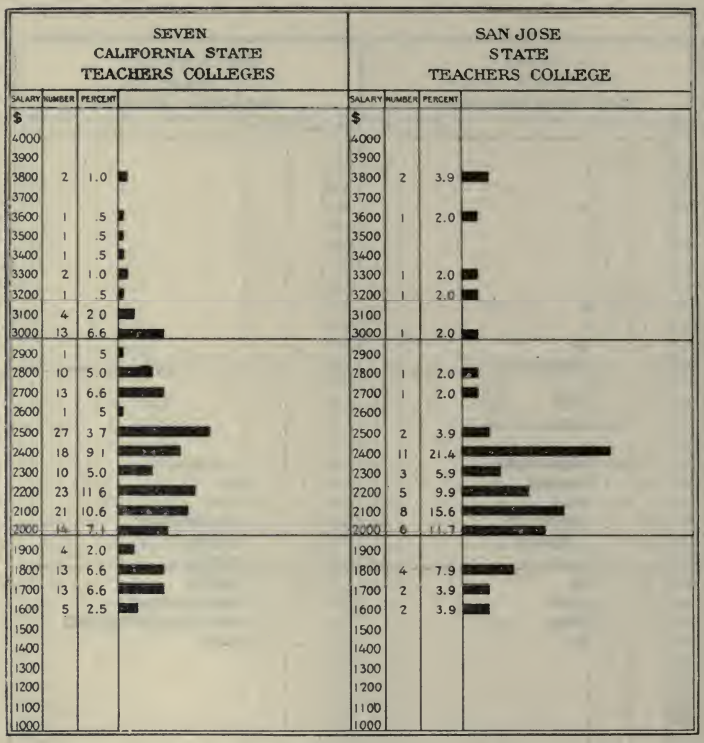

Chart No. 8. Distribution of Salaries in San Jose State Teachers College Compared with the Distribution in All California Teachers Colleges Combined.

This institution has been for some years the largest of the California group. It maintains the largest faculty and as a natural consequence includes the highest and lowest salaries paid in California institutions. It will be noticed that the mode, or most frequently occurring salary, in this institution is $2,400 as compared with a mode of $2,500 for the entire group. The information shown on this chart is given in schedule form on page 28.

SEVEN CALIFORNIA STATE TEACHERS COLLEGES			SANTA BARBARA STATE TEACHERS COLLEGE		
SALARY	NUMBER	PERCENT	SALARY	NUMBER	PERCENT
$			$		
4000			4000		
3900			3900		
3800	2	1.0	3800		
3700			3700		
3600	1	.5	3600		
3500	1	.5	3500		
3400	1	.5	3400		
3300	2	1.0	3300		
3200	1	.5	3200		
3100	4	2.0	3100		
3000	13	6.6	3000	2	11.1
2900	1	.5	2900		
2800	10	5.0	2800	3	16.7
2700	13	6.6	2700	6	33.3
2600	1	.5	2600		
2500	27	3.7	2500	2	11.1
2400	18	9 1	2400	2	11.1
2300	10	5.0	2300		
2200	23	11.6	2200		
2100	21	10.6	2100	2	11.1
2000	14	7.1	2000		
1900	4	2.0	1900		
1800	13	6.6	1800	1	5.6
1700	13	6.6	1700		
1600	5	2.5	1600		
1500			1500		
1400			1400		
1300			1300		
1200			1200		
1100			1100		
1000			1000		

Chart. No. 9. Distribution of Salaries in Santa Barbara State Teachers College Compared with the Distribution in All California Teachers Colleges Combined.

The specialized type of work in Industrial Arts and Home Economics and the training of teachers for secondary schools, which have been features of the work of this institution, have led to the selection of a faculty with specialized training. This has contributed to a relatively high grouping of salaries, including a mode or most frequently occurring salary of $2,700 as compared with the mode of $2,500 for the entire group. The information shown on this chart is given in schedule form on page 28.

Schedules are presented on pages 26 to 35 showing the details of information portrayed on Charts 1 to 9.

Attention is again directed to page 12 where the method of tabulation is described and general information given regarding the positions studied.

An example of the result of adjusting all salaries to the 36 weeks basis is shown in the case of the 27 persons tabulated as receiving salaries of $4,000 in Schedule "A." The actual salary for each of these positions is $4,500; the term of service is an academic year of 36 weeks, plus 2 summer sessions of 6 weeks each during each 3 years; a total of 120 weeks each 3 years or an average of 40 weeks per year. To make this salary comparable with positions where the period of service is 36 weeks only, the stated salaries of $4,500 have been reduced by four-fortieths or 10 per cent. The salary figured is $4,050, which appears in the tabulation as $4,000, to avoid insertion of less than one hundred dollar gradations.

The schedules presented in this group are as follows:

Schedule "A"—Distribution of Salaries—Normal Schools and Teachers Colleges Outside of California.

Schedule "B"—Distribution of Salaries—Southern Branch, University of California.

Schedule "C"—Distribution of Salaries—All Instructors and Heads of Departments, California State Teachers Colleges.

Schedule "D"—Distribution of Salaries — Departments of Science and Mathematics, California State Teachers Colleges.

Schedule "E"—Distribution of Salaries—Departments of Education, English and History, California State Teachers Colleges.

Schedule "F"—Distribution of Salaries — Departments of Home Economics, Industrial Arts and Trades, California State Teachers Colleges.

Schedule "G"—Distribution of Salaries—Departments of Physical Education, California State Teachers Colleges.

Schedule "H"—Distribution of Salaries—Supervisors and Demonstration Teachers, California State Teachers Colleges.

SCHEDULE "A".

DISTRIBUTION OF SALARIES.

Normal Schools and Teachers Colleges Outside California.
(All salaries adjusted to a 36 weeks basis.)

Salary	Colorado S. T. C.	Ypsilanti S. N. C.	Oshkosh S. N. S.	Iowa S. T. C.	Western S. N. S. (Kal.)	Total	Per cent
$4,000		15			12	27	7.0
3,900							
3,800							
3,700							
3,600		2			2	4	1.0
3,500							
3,400			7			7	1.8
3,300		2			4	6	1.6
3,200	2	6	3			11	2.8
3,100		2	1		3	6	1.6
3,000	3	1		16		20	5.2
2,900	4		1	1		6	1.6
2,800	3					3	.8
2,700	2	1	5	2	1	11	2.8
2,600	3			2	3	8	2.1
2,500	5			10	3	18	4.6
2,400	2	1		3	3	9	2.3
2,300	1	12	13	3	4	33	8.4
2,200	2	16		8	7	33	8.4
2,100	2	8	1	8	9	28	7.0
2,000	4	9	8	19	4	44	11.1
1,900	9		5	7	4	25	6.3
1,800	4	1		18	4	27	6.8
1,700	5	2		4	1	12	3.1
1,600	3	5	1	8	3	20	5.2
1,500	5		1	5	1	12	3.1
1,400	1	2			1	4	1.0
1,300	3	1		4	1	9	2.3
1,200	2					2	.5
1,100	1	1			1	3	.8
1,000	1			2		3	.8
Totals	67	87	46	120	71	391	

Schedule "A" presents the distribution of salaries in five institutions outside California, each of which is comparable, generally, to the California State Teachers Colleges.

The approximate median salary for each of these institutions is as follows:

Colorado State Teachers College	$1,900 00
Ypsilanti State Normal College	2,200 00
Oshkosh State Normal School	2,300 00
Iowa State Teachers College	2,000 00
Western State Normal School (Kalamazoo)	2,200 00

The information from this Schedule is incorporated on Charts Numbers 1 and 2.

SCHEDULE "B".

DISTRIBUTION OF SALARIES.

Southern Branch, University of California.

Salary	Number	Per cent
$4,000	6	6.5
3,900		
3,800		
3,700		
3,600		
3,500		
3,400		
3,300	2	2.1
3,200		
3,100		
3,000	7	7.5
2,900	2	2.1
2,800	2	2.1
2,700	6	6.5
2,600	1	1.1
2,500	5	5.4
2,400	4	4.3
2,300	2	2.1
2,200	12	13.0
2,100		
2,000	19	20.5
1,900	8	8.6
1,800	17	18.2
1,700		
1,600		
Total	93	

Schedule "B" presents the distribution of salaries in ninety-three instructional positions at the Southern Branch of the University of California.

The approximate median salary in this group is $2,200.

The information from this schedule is incorporated on Charts Numbers 1 and 2.

SCHEDULE "C".

CALIFORNIA STATE TEACHERS COLLEGES.

Distribution of Salaries—All Instructors and Heads of Departments.
(All salaries adjusted to a 36 weeks basis.)

Salary	Chico	Fresno	Humboldt	San Diego	San Francisco	San Jose	Santa Barbara	Total	Per cent
$4,000									
3,900									
3,800						2		2	1.0
3,700									
3,600						1		1	.5
3,500	1							1	.5
3,400	1							1	.5
3,300				1		1		2	1.0
3,200						1		1	.5
3,100		4						4	2.0
3,000	1	6		3		1	2	13	6.6
2,900				1				1	.5
2,800	1	4		1		1	3	10	5.0
2,700				6		1	6	13	6.6
2,600	1							1	.5
2,500	4	9	4	6		2	2	27	13.7
2,400	2		1	1	1	11	2	18	9.1
2,300	3		1	1	2	3		10	5.0
2,200	5	1	2	4	6	5		23	11.6
2,100	1	5	1	1	3	8	2	21	10.6
2,000	4		1		3	6		14	7.1
1,900		1			3			4	2.0
1,800			1		7	4	1	13	6.6
1,700				1	10	2		13	6.6
1,600			1		2	2		5	2.5
Totals	24	30	12	26	37	51	18	198	

Schedule "C" presents the distribution of salaries in one hundred ninety-eight (198) instructional positions in the seven State Teachers Colleges of California.

The approximate median salary for each of these institutions is as follows:

Chico State Teachers College	$2,300
Fresno State Teachers College	2,500
Humboldt State Teachers College	2,200
San Diego State Teachers College	2,500
San Francisco State Teachers College	1,800
San Jose State Teachers College	2,200
Santa Barbara State Teachers College	2,700

The information from this schedule is incorporated on Charts Numbers 1 to 9.

SALARIES OF RELATED POSITIONS.

Detailed tabulations of the following groups are omitted, but the information is presented herewith in summarized form:

1. Supervisors of Grades and Special Subjects in offices of California County Superintendents:

Minimum salary	$1,400 and expenses
Maximum salary	3,600 and expenses

(Reports from 13 California counties.)

2. High School Teachers:

Minimum salary	$1,500
Maximum salary	2,660

3. Heads of Departments in High Schools:

Minimum salary	$1,700
Maximum salary	3,200

4. Elementary School Teachers:

Minimum salary	$1,300
Maximum salary	2,050

5. Elementary School Supervisors:

Minimum salary	$1,500
Maximum salary	3,600

(Elementary and High School data from 15 California cities.)

Schedules "D," "E," "F," and "G" present the incidence of salaries in California State Teachers Colleges in four principal departmental divisions of faculty duties.

SCHEDULE "D".

CALIFORNIA STATE TEACHERS COLLEGES.

Distribution of Salaries—Departments of Science and Mathematics.
(All salaries adjusted to a 36 weeks basis.)

Salary	Chico	Fresno	Humboldt	San Diego	San Francisco	San Jose	Santa Barbara	Total	Per cent
$4,000									
3,900									
3,800									
3,700									
3,600									
3,500									
3,400									
3,300									
3,200						2		2	6.9
3,100		2						2	6.9
3,000		4		1		1		6	20.7
2,900									
2,800									
2,700				2			2	4	13.8
2,600									
2,500			1	2		1	1	5	17.3
2,400						1		1	3.4
2,300					1			1	3.4
2,200	2				2	1		5	17.3
2,100									
2,000					1	1		2	6.9
1,900									
1,800									
1,700									
1,600					1			1	3.4
Totals	2	6	1	5	5	7	3	29	

SCHEDULE "E".

CALIFORNIA STATE TEACHERS COLLEGES.

Distribution of Salaries—Departments of Education, English and History.

(All salaries adjusted to a 36 weeks basis.)

Salary	Chico	Fresno	Humboldt	San Diego	San Francisco	San Jose	Santa Barbara	Total	Per cent
$4,000									
3,900									
3,800						1		1	2.2
3,700									
3,600						1	1	2	4.3
3,500	1							1	2.2
3,400	1							1	2.2
3,300				1				1	2.2
3,200				1				1	2.2
3,100		2						2	4.3
3,000	1			2		1	1	5	10.9
2,900									
2,800		1				1		2	4.3
2,700				1			2	3	6.5
2,600									
2,500	1	2	1	1				5	10.9
2,400					1	5		6	13.1
2,300	1		1					2	4.3
2,200					3	1		4	8.7
2,100					3	2		5	10.9
2,000			1			1		2	4.3
1,900									
1,800					2			2	4.3
1,700					1			1	2.2
1,600									
Totals	5	5	3	6	10	13	4	46	

SCHEDULE "F".

CALIFORNIA STATE TEACHERS COLLEGES.

Distribution of Salaries—Departments of Home Economics, Industrial Arts, and Trades.

(All salaries adjusted to a 36 weeks basis.)

Salary	Chico	Fresno	Humboldt	San Diego	San Francisco	San Jose	Santa Barbara	Total	Per cent
$4,000									
3,900									
3,800									
3,700									
3,600									
3,500									
3,400									
3,300				1				1	2.7
3,200									
3,100									
3,000		1					1	2	5.4
2,900									
2,800	1	2		1			2	6	16.3
2,700							1	1	2.7
2,600	1			1				2	5 3
2,500		3	1	1			1	6	16.3
2,400	1					2	2	5	13.5
2,300			1			2		3	8.1
2,200	1		1	1				3	8.1
2,100	1					2		3	8.1
2,000	1			1				2	5.4
1,900									
1,800					1			1	2.7
1,700					1		1	2	5.4
1,600									
Totals	6	6	3	6	2	6	8	37	

SCHEDULE "G".

CALIFORNIA STATE TEACHERS COLLEGES.

Distribution of Salaries—Department of Physical Education.
(All salaries adjusted to a 36 weeks basis.)

College	Minimum	Maximum	Number in department
Chico	$2,200 00	$2,400 00	2
Fresno	2,500 00	2,820 00	3
Humboldt	----------	1,550 00	1
San Diego	1,680 00	2,800 00	3
San Francisco	1,550 00	1,750 00	2
San Jose	1,950 00	2,340 00	3
Santa Barbara	2,100 00	2,700 00	2
Comparable salaries in other institutions:			
Colorado State Teachers College	$1,500 00	$3,200 00	7
Oshkosh State Normal School	1,620 00	2,340 00	3
Ypsilanti State Normal College	1,020 00	4,050 00	9
Western State Normal School (Kalamazoo)	1,710 00	4,050 00	9
California County Supervisors of Physical Education	2,300 00	2,500 00	

Tabulations have been made of all other faculty positions classified by departments of work. These tabulations are omitted from this report, but are summarized as follows:

MUSIC. Salaries in twelve positions in California State Teachers Colleges range from $1,600 to $3,000.

FINE ARTS. Salaries in twelve positions in California State Teachers Colleges range from $1,850 to $2,820.

MODERN FOREIGN LANGUAGES. Salaries in six positions in California State Teachers Colleges range from $1,800 to $2,750.

PRINCIPALS OF TRAINING SCHOOLS. Salaries in seven California State Teachers Colleges range from $2,400 to $3,800.

SUPERVISORS AND DEMONSTRATION TEACHERS.

Two widely different policies are followed in the organizing of practice teaching, namely:

(1) The maintenance of a high-paid collegiate instructional staff supplemented by a group of low-paid supervisors and demonstration teachers, usually not trained to give collegiate instruction.

(2) The maintenance of collegiate standards for supervisors and demonstration teachers, who are qualified to give theoretical instruction, to supervise directly the performance of the student-teachers in practice, and, if necessary, successfully to undertake demonstrations.

The second policy is emphatically endorsed by the Conference of Teachers College Presidents of California. The adoption of this policy means eventually a parity of salaries of the two groups formerly classified as "collegiate" and "training school" faculties.

That this parity does not now exist is shown by the grouping of salaries entirely in the low range as in Schedule "H."

That no parity exists as to scholastic training was clearly shown by the report prepared by President C. L. Phelps in 1920. At that time, of the "academic and professional" or "collegiate" group, 80 per cent were graduates of colleges; of the "training school" group, 40 per cent were graduates of colleges. Of the "collegiate" group 16 per cent were graduates of normal schools only; of the "training school" group 59 per cent were graduates of normal schools only.

Upon this subject your Committee recommends the following policy:

"No distinction should exist between the faculties of the collegiate departments proper and the training or model schools, as to the prerequisite training and experience, the amount of service rendered or the basis of compensation."

SCHEDULE "H".

CALIFORNIA STATE TEACHERS COLLEGES.

Distribution of Salaries—Supervisors and Demonstration Teachers.
(All salaries adjusted to a 36 weeks basis.)

Salary	Chico	Fresno	Humboldt	San Diego	San Francisco	San Jose	Santa Barbara	Total	Per cent
$4,000									
3,900									
3,800									
3,700									
3,600									
3,500									
3,400									
3,300									
3,200									
3,100									
3,000									
2,900									
2,800									
2,700						1		1	2.0
2,600									
2,500	2					1		3	6.3
2,400						2		2	4.2
2,300	2			1				3	6.3
2,200		4				1	2	7	14.5
2,100		2	2	3		5		12	25.0
2,000	2					2		4	8.3
1,900		1			1			2	4.2
1,800					2	1		3	6.3
1,700					4	2		6	12.5
1,600					3	2		5	10.4
Totals	6	7	2	4	10	17	2	48	

DEANS OF WOMEN.

Salaries of Deans of Women in California State Teachers Colleges now range from $2,500 to $3,300.

Salaries of Deans of Women in the group of eastern Teachers Colleges range from $2,400 to $4,500.

All Deans of Women in California State Teachers Colleges are rendering instructional service in addition to their administrative duties. The number of hours of teaching by the respective Deans of Women ranges from 5 to 9 hours each week.

Your Committee believes that, considering the relative sizes of the colleges, the present salaries of Deans of Women in California State Teachers Colleges are equitable. Taking into consideration the present rate of growth of the institutions, the Committee has recommended the salary range as proposed for Deans of Women. It is assumed that where Deans of Women render service as instructors the proper adjustment of responsibility and compensation will be made.

LIBRARIANS.

The recommendations of your Committee regarding salaries of librarians are as follows:

Librarians	$1,800 to $2,700
Assistant Librarians	1,200 to 1,800

Consideration has been given to the report of a committee on salary standards adopted by the California Library Association, April 20, 1920, and to all available facts regarding salaries of Librarians in institutions comparable to the State Teachers Colleges.

Official Salary Schedule of California Library Association.

Library Attendant (Clerical)	$1,080 to $1,500
Junior Assistant	1,320 to 1,500
Senior Assistant	1,680 to 2,400
Head of Department	2,640 to 3,000

Librarian:

Libraries of 1 or 2 persons, salary of High School Teacher.
Libraries of medium size, salary of High School Principal.
Libraries of large size, salary of High School Principal to salary of Superintendent of Schools.
County Libraries, salary of County Superintendent of Schools.
College and University Libraries, salary of full Professor.

The lower ranges of the scale adopted by the California Library Association providing for Junior Assistant and Library Attendant appear to have no parallel in the State Teachers Colleges.

The distribution of duties of Librarians as to the time of year is such as to constitute practically continuous service. Your Committee therefore recommends recognition of this fact and provision for a stated vacation of not less than one month.

The Committee's recommendation for salaries of Librarians and Assistant Librarians assumes that in cases where Librarians render service as instructors the proper adjustment of responsibility and compensation will be made.

SECTION III

COMMITTEE STUDIES—GROUP 2

Training and Experience of Present Faculties in California Teachers Colleges

STUDIES OF TRAINING AND EXPERIENCE.

Your Committee recognizes that any attempt to measure the qualifications of the faculties is inadequate because efficiency, personality and morale can not now be measured. It is fully conceivable that an institution whose faculty makes a poor showing in terms of the amount of professional training, or degrees held, may be actually achieving the desired results in teacher-training.

The factor of professional training should invariably be considered in its relation to the factor of experience.

Schedules "I" to "S" are therefore presented to show in general the type of training and experience of the present faculties. These qualifications have guided the Committee in its recommendations for future standards of preparation.

The present qualifications and the proposed standards have both been considered in the construction of the proposed salary schedule.

SCHEDULE "I".

CALIFORNIA STATE TEACHERS COLLEGES.

Academic and Professional Training of Faculty Members.

Years of academic or professional training beyond high school	Number of persons								Per cent of total
	Chico	Fresno	Humboldt	San Diego	San Francisco	San Jose	Santa Barbara	Total	
7 years or more	7	11	3	8	8	17	5	59	26.82
6 years	2	4	1	5	4	10	1	27	12.27
5 years	6	5	5	6	5	8	5	40	18.18
4 years	7	6	1	6	5	9	3	37	16.82
3 years	3	1	-------	4	6	7	1	22	10.00
2 years	1	6	3	3	10	6	-------	29	13.18
1 year	-------	1	-------	-------	-------	3	1	5	2.27
Less than 1 year	1	-------	-------	-------	-------	-------	-------	1	.45
Totals	27	34	13	32	38	60	16	220	

Schedule "I" presents a tabulation of the number of persons in each faculty whose academic or professional training beyond high school amounts to seven years, six years, etc.

It will be noted that although no effort has been made in past years to establish any such standard for the "training school" group, it is a fact that at this time 57 per cent of the total faculty members report academic or professional training amounting to five years or more beyond high school.

Less than 16 per cent report such training to be less than three years.

SCHEDULE "J".

CALIFORNIA STATE TEACHERS COLLEGES.

Academic Degrees Held by Members of Faculties.

Degree	Chico	Fresno	Humboldt	San Diego	San Francisco	San Jose	Santa Barbara	Total 1922	Total 1920
A. B.	11	14	7	13	12	28	9	94	59
B. S.	6	2		7	2	12	3	32	29
B. Ed.	1	2	1		6			10	
B. L.	2	1			2	2		7	11
B. Pd.			1				1	2	1
B. D.	1							1	
Ph. B.									8
A. M.	7	4	4	7		16	7	45	32
M. S.	2	2		2		1	1	8	3
M. L.	1	1			1			3	2
M. E.	1							1	
M. Pd.							1	1	
D. Ed.									
M. D., etc.						1	1	2	1
Ph. D.	1	8		5	1	4	1	20	6
Totals								226	152

Schedule "J" presents a tabulation of the academic degrees held by members of the faculties.

Following the total of these figures for the seven Colleges, corresponding figures are quoted from the 1920 report of President C. L. Phelps.

Marked improvement is apparent in qualifications as measured by degrees held.

SCHEDULE "K".

CALIFORNIA STATE TEACHERS COLLEGES.

Year of Beginning of Service of Faculty Members in Service in 1920.
(Copied from report of Pres. C. L. Phelps.)

Year	Number employed	Per cent of whole
1920	33	16.1
1919	36	17.5
1918	20	9.7
1917	13	6.3
1916	12	5.8
1915	13	6.3
1914	11	5.4
1913	13	6.3
1912	8	3.9
1911	8	3.9
1910	4	2.0
1909	3	1.5
1908	0	.0
1907	6	2.9
1906	0	.0
1905	1	.5
1904	1	.5
1903	2	1.0
1902	2	1.0
1901	3	1.5
1900	7	3.4
1899	3	1.5
1898	1	.5
1897	1	.5
1896	0	.0
1895 and before	4	2.0
Totals	205	100.0

Schedule "K," copied from the report of President C. L. Phelps, written in 1920, presents a statement of the year of employment of the faculty members then in service.

This Schedule should be considered in relation to Schedule "L."

SCHEDULE "L".

CALIFORNIA STATE TEACHERS COLLEGES.

Year of Beginning of Service of Faculty Members in Service in 1922.

Year	Number employed														Men	Women	Total	Per cent of total
	Chico		Fresno		Humboldt		San Diego		San Francisco		San Jose		Santa Barbara					
	M.	W.	M.	W.	M.	W.	M.	W.	M.	W.	M.	W.	M.	W.				
1921	5	1	6	4	3	5	9	7	3	8	7	10	4	1	37	36	73	32.7
1920	1	2			1					4		6		1	2	13	15	6.7
1919		4	1	2	1			2		3		4	2	4	4	19	23	10.3
1918	1	2	2	1		1	1			2	1	3		2	5	11	16	7.2
1917	1		1	4		1		2		1		2			2	10	12	5.4
1916		1		2				2	1	5	1				2	10	12	5.4
1915		1	1	1	1					3		5			2	10	12	5.4
1914				2				1		2		3		1		9	9	4.0
1913				2				1			1	3			1	6	7	3.1
1912		1					1			1		2			1	4	5	2.2
1911	1		2	1					1			1		1	4	3	7	3.1
1910			1	1				2		1					1	4	5	2.2
1909												1				1	1	.5
1908																		
1907	1							1		1		2			1	4	5	2.2
1906									1						1		1	.5
1905																		
1904								1								1	1	.5
1903												1				1	1	.5
1902	1	1													1	1	2	.9
1901							1			1					1	1	2	.9
1900		1								1	1	2			1	4	5	2.2
1899											1	3			1	3	4	1.7
1898	1														1		1	.5
1897		1														1	1	.5
1896											1				1		1	.5
1895 and before		1										1				2	2	.9
Totals	12	16	14	20	6	7	12	19	6	33	13	49	6	10	69	154	223	100.0

Schedule "L" presents a tabulation of the number of persons at present in service in the faculties, by year in which first employed.

Schedule "K," from the 1920 report of President C. L. Phelps, presents a summary of similar information gathered at that time.

It will be noted that 49.7 per cent of the present faculties have entered the service during the *three* years last past.

According to the 1920 report, 49.6 per cent of the faculties then in service had entered the service within the preceding *four* years.

Attention is also directed to the fact that of the 73 faculty members who entered the service during 1921, 37, or more than 50 per cent, are men. Of the 69 men now in service, 37, or approximately 54 per cent, entered the service during 1921; of the 154 women now in service, 36, or 23 per cent, entered the service during 1921.

SCHEDULE "M".

CALIFORNIA STATE TEACHERS COLLEGES.

Analysis of Previous Administrative Experience of Faculty Members.

College	Number of persons on faculty who have had previous experience as—							
	Principal of elementary school		Principal of secondary school		City or county departmental supervisor		City or county superintendent of schools	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Chico	8	29.6	3	11.1	1	3.7	--------	--------
Fresno	3	8.8	3	8.8	6	17.6	1	2.9
Humboldt	--------	--------	--------	--------	2	15.4	--------	--------
San Diego	6	19.2	5	16.0	7	22.4	3	9.6
San Francisco	3	7.7	3	7.7	8	20.5	2	5.2
San Jose	8	13.3	2	3.3	3	5.0	2	3.3
Santa Barbara	2	12.5	--------	--------	4	25.0	2	12.5
Totals	30		16		31		10	

Schedule "M" presents an analysis of the previous administrative experience of the faculty members.

It is apparent that much weight has been attached to the value, in teacher-training, of experience as principal of an elementary school or as a city or county department supervisor.

There are relatively few persons reporting more than one type of such experience.

Approximately 30 per cent of the entire present faculty groups report one or more forms of previous administrative experience.

SCHEDULE "N".

CALIFORNIA STATE TEACHERS COLLEGES.

Analysis of Previous Teaching Experience of Faculty Members.

Nature of previous teaching experience	Faculty members possessing respective types of previous experience															
	Chico		Fresno		Humboldt		San Diego		San Francisco		San Jose		Santa Barbara		Total	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Elementary, secondary, normal and college	1	3.7	2	5.9	1	7.7	1	3.2	------	------	4	6.7	3	18.6	12	5.4
Elementary, normal and college	------	------	------	------	------	------	2	6.4	1	2.6	2	3.3	------	------	5	2.3
Elementary, secondary and college	3	11.1	3	8.9	1	7.7	3	9.7	------	------	4	6.7	1	6.3	15	6.8
Elementary, secondary and normal	2	7.4	3	8.9	3	23.0	2	6.4	5	12.8	------	------	1	6.3	16	7.3
Secondary, normal and college	------	------	------	------	------	------	------	------	------	------	1	1.7	1	6.3	2	1.0
Secondary and college	2	7.4	6	17.6	2	15.4	1	3.2	5	12.8	3	5.0	1	6.3	20	9.1
Secondary and normal	1	3.7	------	------	------	------	2	6.4	1	2.6	6	10.0	------	------	10	4.5
Elementary and college	1	3.7	------	------	------	------	------	------	------	------	3	5.0	1	6.3	5	2.3
Elementary and normal	1	3.7	1	3.0	------	------	3	9.7	1	2.6	------	------	------	------	6	2.7
Elementary and secondary	5	18.5	7	20.5	1	7.7	5	16.2	9	23.0	12	20.0	1	6.3	40	18.2
College only	2	7.4	1	3.0	------	------	2	6.4	1	2.6	------	------	1	6.3	7	3.2
Normal only	------	------	------	------	------	------	------	------	------	------	------	------	1	6.3	1	.5
Secondary only	3	11.1	2	5.9	2	15.4	3	9.7	4	10.2	4	6.7	3	18.6	21	9.5
Elementary only	5	18.6	8	23.3	2	15.4	6	19.5	6	15.4	14	23.3	------	------	41	18.6
No previous experience	1	3.7	1	3.0	1	7.7	1	3.2	6	15.4	7	11.6	2	12.4	19	8.6
Totals	27	100.0	34	100.0	13	100.0	31	100.0	39	100.0	60	100.0	16	100.0	220	100.0

Schedule "N" presents an analysis of the previous teaching experience of present faculty members. This analysis considers only the type or diversity of experience, not the length or amount, which is considered in subsequent schedules.

This and Schedules "O," "P," "Q" and "R" consider only experience other than the present employment.

The Schedule presents the number of members of each faculty reporting each possible combination of the four types of teaching, and the percentage which such number represents of the entire faculty.

The possible combinations are listed in the order of their probable value as factors in preparation for service on a Teachers College faculty.

Of the entire group the following facts are significant: 5.4 per cent have had four types of teaching experience. 17.4 per cent have had three types of teaching experience. 36.8 per cent have had two types of teaching experience. 31.8 per cent have had only one type of teaching experience. 9.5 per cent have previously taught only in secondary schools. 18.6 per cent have previously taught only in elementary schools. 8.6 per cent have had no teaching experience prior to their present appointments.

SCHEDULE "O".

CALIFORNIA STATE TEACHERS COLLEGES.

Summary of Experience of Faculty Members—Previous Experience in Elementary Schools.

College	Number of faculty members whose experience in elementary school includes:							Total
	One year or less	Two years	Three years	Four years	Five years	Six years	Seven years or more	
Chico	5	--------	2	--------	1	1	9	18
Fresno	4	2	5	2	1	--------	10	24
Humboldt	2	--------	2	1	--------	--------	3	8
San Diego	3	2	3	5	1	2	6	22
San Francisco	7	--------	2	5	1	--------	7	22
San Jose	5	2	1	6	3	2	20	39
Santa Barbara	1	--------	2	--------	--------	1	3	7
Totals	27	6	17	19	7	6	58	140

Schedule "O" presents an analysis of the amount of teaching experience of present faculty members, gained in elementary schools.

Of the entire group of 220 persons, 140, or 64 per cent, have taught in elementary schools for some period. Of this number, 58 persons have taught seven or more years in elementary schools.

SCHEDULE "P".

CALIFORNIA STATE TEACHERS COLLEGES.

Summary of Experience of Faculty Members—Previous Experience in Secondary Schools.

College	Number of faculty members whose experience in secondary schools includes:							Total
	One year or less	Two years	Three years	Four years	Five years	Six years	Seven years or more	
Chico	1	4	3	1	2	1	5	17
Fresno	2	3	3	4	2	2	7	23
Humboldt	1	3	1	1	2	1	1	70
San Diego	3	1	--------	1	--------	1	11	17
San Francisco	5	2	1	3	3	2	8	24
San Jose	12	3	5	4	2	--------	8	34
Santa Barbara	3	3	--------	--------	--------	1	4	11
Totals	27	19	13	14	11	8	44	133

Schedule "P" presents an analysis of the amount of teaching experience of present faculty members, gained in secondary schools.

Of the entire group of 220 persons, 136, or 62 per cent, have taught in secondary schools for some period. Of this number, 44 persons have taught seven or more years in secondary schools.

SCHEDULE "Q".

CALIFORNIA STATE TEACHERS COLLEGES.

Summary of Experience of Faculty Members—Previous Experience in Normal Schools.

College	Number of faculty members whose experience in other normal schools includes:							Total
	One year or less	Two years	Three years	Four years	Five years	Six years	Seven years or more	
Chico	2	2	--------	1	--------	--------	--------	5
Fresno	2	1	1	1	--------	--------	1	6
Humboldt	2	--------	--------	--------	--------	--------	2	4
San Diego	2	--------	1	1	--------	2	4	10
San Francisco	2	1	2	--------	2	--------	2	9
San Jose	3	2	2	--------	1	--------	4	12
Santa Barbara	--------	2	1	--------	1	--------	2	6
Totals	13	8	7	3	4	2	15	52

Schedule "Q" presents an analysis of the amount of teaching experience of present faculty members gained in other normal schools.

Of the entire group of 220 persons, 52, or 24 per cent, have taught in other normal schools for some period. Of this number, 15 have taught for seven or more years in other normal schools.

SCHEDULE "R".

CALIFORNIA STATE TEACHERS COLLEGES.

Summary of Experience of Faculty Members—Previous Experience in Other Colleges.

College	Number of faculty members whose experience in other colleges includes:							Total
	One year or less	Two years	Three years	Four years	Five years	Six years	Seven years or more	
Chico	6	--------	1	--------	2	--------	--------	9
Fresno	5	4	1	--------	--------	1	1	12
Humboldt	2	--------	1	--------	--------	--------	1	4
San Diego	4	2	1	--------	--------	1	1	9
San Francisco	4	1	--------	--------	--------	--------	2	7
San Jose	8	1	3	--------	3	--------	2	17
Santa Barbara	3	1	1	1	--------	1	1	8
Totals	32	9	8	1	5	3	8	66

Schedule "R" presents an analysis of the amount of teaching experience of present faculty members, gained in other colleges.

Of the entire group of 220 persons, 66, or 30 per cent, have taught in other colleges for some period. Of this number, 8 persons have taught seven or more years and 32 have taught one year or less in other colleges. The latter figure is in part attributable to summer session teaching.

SECTION IV

COMMITTEE STUDIES—GROUP 3

Nature and Extent of Activities of Faculty Members in California Teachers Colleges

STUDIES OF TEACHERS' ACTIVITIES.

Your Committee accepts the principle that studies of teachers' activities interpreted in "clock-hours," "class-hours," "student-hours" and similar units are dangerous if there is any tendency to translate such measurements into requirements.

The results of the studies made in the California State Teachers Colleges justify this position.

No requirements exist in any of the Teachers Colleges regarding hours of service per day or per week. Nevertheless, it is clear that earnest enlistment in the field of teacher-training or collegiate education in these colleges involves service which, when measured in hours, actually exceeds what would normally be exacted on a "clock-hour" basis.

The distribution of individual service among the various types of work reflects major differences of policy between the colleges. In one institution the tendency may be to concentrate administrative duties in administrative officers and provide for teaching service exclusively from most of the faculty; in another institution, to encourage a measure of research work by each member; in another, to emphasize the value of conferences. Your Committee offers no recommendations upon these policies.

The schedules presented in this group indicate a large investment of time without "clock-hour" rules or requirements, and a variety of employments of this time reflecting the administrative freedom of the several institutions.

SCHEDULE "S".

CALIFORNIA STATE TEACHERS COLLEGES.

Comparison of Enrollments and Faculties as of April 1, 1922.

College	Net active enrollment (full-time students)			Faculty positions (full-time basis)	Ratio of enrollment to faculty
	Teacher training	Junior college	Total		
Chico	281	16	297	27	11.0
Fresno	490	241	731	34	21.5
Humboldt	96	13	109	12	9.1
San Diego	242	188	430	34	12.6
San Francisco	773	----------	773	38	20.3
San Jose	730	53	783	60	13.5
Santa Barbara	158	68	226	17	13.3
Totals	2,770	579	3,349	222	15.1

Schedule "S" presents a comparison of the full-time student enrollment with the number of full-time faculty positions in the seven State Teachers Colleges of California as of April 1, 1922.

The ratio of students per teacher ranges from 9.1 to 1 at Humboldt, to 21.5 to 1 at Fresno.

The ratio of students to teachers in the seven Colleges combined is 15.1 to 1.

The ratio of students to teachers in ninety-nine Teachers Colleges and Normal Schools in thirty-six states is reported to be 11.3 to 1.

Schedules "T," "U," "V," "W" and "X" present studies of teachers' activities in five principal departmental divisions of faculty duties.

Many activities indirectly connected with the collegiate duties have been eliminated from these tabulations. The results may be accepted as true statements of actual activities during a typical week, definitely in the service of the Colleges.

A varying portion of the scheduled preparation and review is accomplished at home. In addition, large amounts of indirect preparatory work, reading, writing and research in general lines are reported, but have not been included in the tabulations.

Research, as an institution service, has not been accorded a place in many normal schools. Its place in Teachers Colleges depends upon policies not yet established.

Provision for tabulation of this activity was made, but almost no such work was reported.

SCHEDULE "T".

CALIFORNIA STATE TEACHERS COLLEGES.

Study of Teachers Activities—Departments of Science and Mathematics.

	Chico	Fresno	Humboldt	San Diego	San Francisco	San Jose	Santa Barbara	Total
Number of teachers included	2	6	1	6	4	5	2	26
Average hours weekly devoted to:								
Lecture	14.5	14.8	12.0	10.0	11.5	10.6	9.0	11.8
Laboratory	1.0	5.0	------	5.2	7.5	3.8	8.0	5.0
Extra-hour classes	------	------	------	------	2.2	.4	------	.5
Supervision	1.2	.8	10.0	4.0	4.5	.3	------	2.4
Conference	.5	3.4	10.0	2.2	1.3	2.4	1.5	2.5
Committee	------	.5	------	------	------	3.3	1.0	.8
Office	5.0	5.0	------	1.6	1.8	------	1.5	2.3
Administration	14.5	6.2	------	------	1.3	12.7	1.5	5.3
Preparation	3.0	8.3	10.0	13.3	7.5	9.6	14.5	9.7
Review	2.5	3.5	5.0	1.7	1.4	4.0	4.0	2.8
Research	------	------	------	------	------	------	------	------
All functions	42.2	47.5	47.0	38.0	39.0	47.1	41.0	43.1
Average student-hours per week per teacher	267	456	93	254	584	413	233	373
Average students per class-hour	17.0	23.0	7.8	16.6	27.4	27.9	13.7	21.2

SCHEDULE "U".

CALIFORNIA STATE TEACHERS COLLEGES.

Study of Teachers' Activities—Departments of Education, English and History.

	Chico	Fresno	Humboldt	San Diego	San Francisco	San Jose	Santa Barbara	Total
Number of teachers included	5	6	3	7	8	13	4	46
Average hours weekly devoted to:								
Lecture	12.8	9.2	16.2	9.0	7.0	11.0	10.3	10.2
Laboratory	------	------	2.7	.9	1.6	------	------	.3
Extra-hour classes	1.0	2.2	1.6	.1	1.5	.5	.5	1.0
Supervision	1.8	3.5	6.6	5.8	9.8	2.2	1.3	4.4
Conference	2.0	5.5	1.0	4.0	11.6	3.7	4.2	5.0
Committee	.8	.2	------	------	.2	1.0	1.0	.5
Office	4.2	13.5	------	1.4	1.3	.1	------	2.7
Administration	7.6	.6	8.3	8.5	2.4	8.8	16.5	7.1
Preparation	5.0	5.3	------	9.8	4.2	8.0	7.1	6.3
Review	2.2	4.8	8.3	5.6	1.2	3.0	2.8	3.5
Research	------	------	------	------	.6	1.0	------	.4
All functions	37.4	44.8	44.8	45.1	41.4	39.3	43.7	41.7
Average student-hours per week per teacher	309	393	201	299	248	337	251	304
Average students per class-hour	22.5	34.6	9.7	29.9	24.6	29.2	23.4	25.8

SCHEDULE "V".

CALIFORNIA STATE TEACHERS COLLEGES.

Study of Teachers' Activities—Departments of Home Economics, Industrial Arts and Trades.

	Chico	Fresno	Humboldt	San Diego	San Francisco	San Jose	Santa Barbara	Total
Number of teachers included	5	5	3	4	2	6	5	30
Average hours weekly devoted to:								
Lecture	8.0	2.2	12.7	9.3	------	7.8	4.4	6.5
Laboratory	9.3	16.4	13.3	11.3	16.0	11.0	17.6	13.3
Extra-hour classes	.5	------	------	------	------	------	------	.1
Supervision	3.1	3.6	5.0	1.3	3.5	3.2	1.4	2.9
Conference	3.7	5.2	3.5	4.2	2.5	1.7	3.0	3.5
Committee	------	.4	1.0	------	------	.6	1.8	.6
Office	3.8	3.8	------	2.0	------	------	1.0	1.7
Administration	6.1	3.6	------	2.7	3.0	6.0	2.0	3.7
Preparation	5.0	8.7	6.5	7.5	11.0	7.3	7.2	7.3
Review	------	.6	3.3	1.2	------	4.5	.4	1.6
Research	------	------	------	------	------	------	------	------
All functions	39.5	44.5	45.3	39.5	36.0	42.1	38.8	41.2
Average student-hours per week per teacher	204	202	213	197	218	210	280	218.4
Average students per class-hour	11.5	10.9	8.2	9.5	13.5	11.1	12.7	11.0

SCHEDULE "W".

CALIFORNIA STATE TEACHERS COLLEGES.

Study of Teachers' Activities—Departments of Music, Fine Arts and Modern Languages.

	Chico	Fresno	Humboldt	San Diego	San Francisco	San Jose	Santa Barbara	Total
Number of teachers included	3	5	3	4	5	6	3	29
Average hours weekly devoted to:								
Lecture	17.8	12.8	22.7	11.4	9.0	10.7	12.3	13.0
Laboratory	3.0	.8	.3	4.9	1.5	4.7	5.3	2.9
Extra-hour classes	1.0	------	.8	------	.2	------	------	.2
Supervision	4.1	4.6	6.6	4.2	7.8	4.3	1.7	4.9
Conference	.5	5.3	5.9	2.0	3.5	3.7	2.7	3.4
Committee	.5	1.2	2.5	------	.2	.5	1.0	.7
Office	2.7	7.7	------	4.5	3.9	------	1.6	3.0
Administration	.7	.2	4.3	------	1.0	1.0	------	1.0
Preparation	5.6	4.4	3.0	5.8	7.3	7.3	11.0	6.4
Review	------	1.2	------	2.8	4.1	3.0	1.1	2.0
Research	------	------	------	------	------	------	------	------
All functions	35.9	38.2	46.1	35.6	38.5	35.2	36.7	37.5
Average student-hours per week per teacher	240	190	116	338	167	348	269	245
Average students per class-hour	11.1	14.0	5.0	20.8	15.7	22.7	14.0	15.0

SCHEDULE "X".

CALIFORNIA STATE TEACHERS COLLEGES.

Study of Teachers' Activities—Department of Physical Education.

	Chico	Fresno	Humboldt	San Diego	San Francisco	San Jose	Santa Barbara	Total
Number of teachers included	2	3	1	3	2	3	2	16
Average hours weekly devoted to:								
Lecture	23.5	7.0	4.0	3.3	10.5	10.7	4.0	9.0
Laboratory	------	15.0	4.0	12.5	9.0	4.3	11.0	8.7
Extra-hour classes	------	------	------	.5	------	------	------	.1
Supervision	2.5	2.3	10.0	1.7	9.1	5.0	2.5	4.1
Conference	6.0	3.3	5.0	6.6	3.0	2.7	2.5	4.1
Committee	------	.3	5.5	------	------	------	.7	.5
Office	------	7.7	------	5.0	2.2	------	1.5	2.8
Administration	.5	1.3	------	8.0	------	.3	7.3	2.8
Preparation	------	.3	------	------	5.5	4.8	8.5	2.8
Review	------	1.5	5.0	1.7	2.5	.5	2.0	1.5
Research	------	------	------	------	------	------	------	------
All functions	32.5	39.2	33.5	39.3	41.8	28.3	40.0	36.4
Average student-hours per week per teacher	599	300	260	306	565	407	150	370
Average students per class-hour	25.5	13.6	32.5	18.9	28.9	27.2	10.0	20.9

SCHEDULE "Y".

CALIFORNIA STATE TEACHERS COLLEGES.

Study of Teachers' Activities—Supervisors and Demonstration Teachers.

	Chico	Fresno	Humboldt	San Diego	San Francisco	San Jose	Santa Barbara	Total
Number of teachers included	6	7	1	4	9	17	*	44
Average hours weekly devoted to:								
Lectures	7.5	1.7	15.0	2.5	4.0	1.1		3.1
Laboratory	.8	------	------	1.9	1.1	------		.5
Extra-hour classes	1.2	------	------	------	------	------		.2
Supervision	12.8	19.6	15.0	22.0	18.9	19.7		18.7
Conference	7.5	9.6	------	6.3	7.1	7.0		7.3
Committee	.4	------	------	------	.8	.6		.4
Office	2.9	6.0	4.0	2.5	1.3	1.5		2.5
Administration	3.0	------	------	------	2.2	2.4		1.8
Preparation	1.8	5.8	11.0	7.1	5.0	6.1		5.5
Review	.4	.7	------	4.1	2.0	2.9		2.1
Research	------	------	------	------	------	------	------	------
All functions	38.3	43.4	45.0	46.4	42.4	41.3		42.1

*Uses city schools for practice teaching.

NOTE.—Tabulation of student-hours per week per teacher and students per class-hour are omitted as having not sufficient meaning, in the cases of supervisors and demonstration teachers.

Schedule "Y" presents studies of activities of supervisors and demonstration teachers.

The amount of teaching and laboratory service, which for the entire group averages 3.8 hours weekly, is significant when compared with the average of 18.7 hours weekly of supervision, showing that relatively little academic or collegiate instruction is given by members of this group.

O

20714 9-22 2M

FOURTEEN DAY USE
RETURN TO DESK FROM WHICH BORROWED

LOAN DEPT.

This book is due on the last date stamped below, or on the date to which renewed.
Renewed books are subject to immediate recall.

'5Sep'56 JL

REC'D LD
OCT 3 1956

22Oct'56FR
RBR Library
Oct 9-1956

LD 21-100m-2,'55
(B139s22)476

General Library
University of California
Berkeley

YC 84117